

**LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA
THURSDAY 4 MARCH 2021**

The meeting was held online as a result of the continuing Covid-19 pandemic

MEETING SUMMARY: ISSUES AND RECOMMENDATIONS

Agendas and minutes for these meetings available at www.essexprimaryheads.co.uk

Attendance List	
<p>DISTRICT AND EPHA AGENDA (a.m.) (Notes below) Richard Green, Vice-Chair</p> <p>Street Tag SEPHA meeting The Big Squeeze</p>	<p>Welcome to the following Headteachers: Nella Murthen Long Ridings Primary Sally Finch St Margaret's CE Academy, Bowers Gifford</p> <p>Farewell to the following headteachers: Karen MacKenzie Hilltop Infants and Juniors Peter Malcolm Rayleigh Primary</p> <p>Seun Oshinaike Rich Green Paul Dix</p>
<p>p 2 -5</p> <p>AREA AGENDA LA updates on current priorities including:</p> <ul style="list-style-type: none"> • Return to school • Essex Recovery Taskforce • Joining up the strategies • Commissioning of therapy services in Essex 	<p>Clare Kershaw</p> <p>Kate Martin</p>
<p>p 5-11</p> <p>Teaching School Hub Support</p>	<p>Mark Beyer-Woodgate, Director of Chafford Hundred Teaching School Hub</p>
<p>p 11-12</p> <p>Let's Talk... A common language and understanding of emotional wellbeing and mental health</p>	<p>Lianne Canning, Emotional Wellbeing & Mental Health Coordinator</p>
<p>p 12-13</p> <p>Safeguarding and Headteacher Wellbeing update</p>	<p>Jo Barclay, Schools Safeguarding Manager</p>
<p>p 14</p> <p>Key dates</p>	<p>SOUTH meetings with the Local Authority officers 2020/21/22 Thursday 17 June 2021 Thursday 18 November 2021 Thursday 3 March 2022 Thursday 16 June 2022</p> <p>Headteachers' Annual Conference 2021 Friday 19 March 2021 To be held virtually Friday 25 March 2022 Stock Brook Country Club</p> <p>Deputy Headteachers' Annual Conference 2021 Friday 8 October 2021 Colchester Football Stadium</p>
<p>*Page numbers refer to the full minutes (posted on the EPHA website) of the Spring term Area meetings with LA Officers and Headteachers.</p>	

LA /ESSEX PRIMARY HEADS' ASSOCIATION SOUTH AREA
DISTRICT AND AREA MEETING
THURSDAY 4 MARCH 2021
ATTENDANCE ONLINE

Basildon/Billericay/Wickford

Gareth Allen	Millhouse Primary
Liz Benjeddi	South Green Juniors
Heidi Blakeley	Abacus Primary
Julie Braithwaite	Lincewood Primary
Annie Bristow	Wickford CE Infants
Luke Bulpett	Brightside Primary
Nuala Cashell	St Teresa's Catholic Primary
Terri Chudleigh	Briscoe Primary and Nursery
Nicola Coggin	Briscoe Primary and Nursery
Tracy Dennis	Ryedene Primary
Sandra Dorrington	Canvey Island Infants
Donna Dry	Bardfield Primary
Pippa Edlin	Downham CE Primary
Jo Farrow	Greensted Infant & Nursery
Jude Gibbon	Ghyllgrove Primary
Jonathan Hazelgrove	Castledon Primary
Pauline MacMillan	Oakfield Primary
Diana Mason	Montgomerie Primary
Kirsteen Newell	Kingston School
Lisa Patient	Noak Bridge Primary
Penny Pepper	Eversley Primary
Harriet Phelps-Knights	Janet Duke Primary
Damian Pye	Great Berry Primary
Lorraine Ramet	Wickford Primary
Ann Robinson	Buttsbury Juniors
Becky Tarplett	Wickford CE Infants
Michael Wade	Quilters Infants and Juniors

In Attendance

Pam Langmead	EPHA Professional Officer
Paul Dix	When the Adults Change
Seun Oshinaike	Street Tag
Simon Harbrow	CEO South Essex Academy
Martyn Clarke	Parkwood Academy
Susan Shipp	Friars Grove Primary
Mark Beyer-Woodgate	Director of Chafford Hundred Teaching School Hub

LA Officers

Clare Kershaw	Director of Education
Lisa Fergus	Assistant Director, South Schools Safeguarding Manager
Jo Barclay	
Lianne Canning	Emotional Wellbeing & Mental Health Coordinator
Maz Norman	Head of EY and Education, South
Alison Fiala	Head of EY and Education, Mid
Hilary Luckman	School Effectiveness Partner
Melanie Clapton	School Effectiveness Partner
Kate Martin	ECC Commissioner

Rochford/Rayleigh/Castle Point/Canvey Island

Jen Burdett	Great Wakering Primary
Sue Clarke	Barling Magna Primary
Emma Dawson	Thundersley Primary
Richard Green	Grove Wood Primary
Lynne Kapovic	Rayleigh Primary
Hayley O'Dea	Great Wakering Primary
Sam Proctor	Hadleigh Infants and Nursery
Christine Redpath	The Robert Drake Primary
Kath Sansom	Wyburns Primary
Gary Soars	Edward Francis Primary
Catherine Stalham	Winter Gardens Primary
Anne-Marie Taylor	St Katherine's CE Primary
Gemma Thurston	Kents Hill Infants
Jacqueline Walker	St Joseph's Catholic Primary
Dave Walton	Woodham Ley Primary
Sarah Warnes	Jotmans Hall Primary
Lucy Wass	Holt Farm Juniors
Samantha Willis	Canewdon and St Nicholas Primaries

Brentwood

Clare Branton	Willowbrook Primary
Steve Bowsher	Larchwood Primary
Shelagh Harvey	Ingatestone Infants
Caroline L'Estrange	St Thomas of Canterbury Infants
Jenni Evans	Warley Primary
Amanda McAuliffe	St Helen's Catholic Infants
Dean Moran	St Thomas of Canterbury Juniors
Ingrid Nicholson	Doddinghurst Infants
Sarah Meacher	Holly Trees Primary
Nella Murthen	Long Ridings Primary
Matt O'Grady	West Horndon Primary
Louise Putt	Bentley St Paul's CE Primary
Bernadette Rossiter	St Joseph the Worker Catholic Primary
James Rogers	Ingrave Johnstone CE Primary
Neil Taggart	Ingatestone and Fryerning Juniors
Sally Taggart	St Mary's CE Primary, Shenfield
Sue Twaites	Kelvedon Hatch Primary
Val Wisdom	Blackmore Primary

Apologies

Nicky Barrant	Cherry Tree Primary
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Note: If your attendance or apologies have not been noted please contact the EPHA Professional Officer at pam@langmead.me.uk for amendment.

SOUTH EPHA AREA MEETING MINUTES 4 MARCH 2021

1. WELCOME

The meeting was held online as a result of the continuing Coronavirus pandemic.

Richard Green, the South Area Vice-Chair, welcomed headteachers to the meeting. He noted that Nicky Barrand, South Chair, had sent her apologies for the meeting due to a clash of dates.

Welcome to the following Headteachers:

Nella Murthen	Long Ridings Primary
Sally Finch	St Margaret's CE Academy, Bowers Gifford

Farewell to the following headteachers:

Karen MacKenzie	Hilltop Infants and Juniors
Peter Malcolm	Rayleigh Primary

Richard thanked both of the departing headteachers for their many years of service in Essex schools; they will both be missed.

2. STREET TAG

Seun Oshinaike attended the meeting to inform heads about Street Tag, the "family-friendly game that turns the local area into a virtual playground".

Physical Activity for children and young people may never have been so important, with evidence revealing that Covid-19 unsurprisingly, caused significant disruption to their lives. Local intelligence (alongside national statistics) is indicating that many children have returned to our schools deconditioned from being physically inactive and with decreased mental health. Insight also shows that 71% of children (when being active) did so with their families. Therefore, there is great potential for Parents and Caregivers to continue to be role models for physical activity supported by our fantastic schools.

Seun suggested that with the support of school to sign up and spread the word, children and families will be encouraged to be more active by walking, cycling or running to collect points for their school using their smartphones. Street Tag is a mobile application that motivates inactive or sedentary families to be more active. The app targets the whole family, providing a motivating and family-inclusive experience for both children and parents. Users of the Street Tag app collect points assigned to them once they are within 40-metre radius of virtual tags; steps can also be synced and converted into Street Tag points. These points add up in real time on the leaderboard, with prizes to be won at the end of each season.

It's free for schools to join Street Tag (sponsored by Sport England), including all of the support the school will receive. The app supports an adult to have an additional two children on their smartphone.

250 participants in a team per school; once a school team is full, the school can add a second team. Schools with a smaller population size are supported to merge and team up with another smaller population size school.

Process

- Sign up from the presentation or through email contact.
- Phone call arranged to answer any questions that the school might have.
- Unique QR code created for the school.
- The school captain log-in details are created and shared with the school.

- Newsletter/SMS/email template provided.
- Street Tag guide supplied.
- The school Poly Tag is provided.
- The first batch of Pcodes is provided for the school.

Support provided

- Street Tag will provide explainer videos to be shared with parents and the children.
- Monthly virtual drop-in sessions for schools on a weekday after school.
- Bi-weekly virtual drop-in sessions for families on Saturdays.
- Podcasts are available on the website for inspiration.
- FAQs support available on the website.
- Prizes for winning schools and families in each round of each school leaderboard season (approximately 14 weeks)

Contact details

seun@streettag.co.uk

meenakshi@streettag.co.uk

@streettaghq

www.streettag.co.uk

3. SOUTH EPHA MEETING

a) **The Spring term EPHA newsletter** was circulated to headteachers in advance of the meeting - this can also be found on the Newsletter page of the EPHA website www.essexprimaryheads.co.uk.

b) **Headteachers' conference**

The annual headteachers' conference will be held online in March, as a result of the continuing pandemic and restrictions. There are still places available for Essex primary heads; please contact Pam Langmead if you wish to attend. Richard encouraged headteachers to take this as a day based at home, so that they could enjoy and benefit from some excellent speakers and a day focused on leadership.

c) **Deputy Heads' conference**

Friday 8th October 2021 – Colchester Football Stadium
Information will be sent to schools in June.

Richard thanked Pam Langmead, the Professional Officer, for her work and ongoing support of headteachers across the county – he noted that heads in other local authorities are envious of the support and knowledge that EPHA offers its primary headteachers.

4. THE BIG SQUEEZE

Paul Dix

Paul Dix has been working with the most difficult behaviours in the most challenging urban schools and colleges for the last 25 years. As a teacher he worked in East London, Nuneaton and Birmingham. Paul founded Pivotal Education and was a founding member of The TBAP Trust transforming behaviour, teaching and learning in schools and colleges in the UK and internationally.

Paul has advised the Department for Education on Teacher Standards, given evidence to the Education Select Committee and carried out extensive work with the Ministry of Justice on Behaviour and Restraint in Youth Custody.

His book 'When The Adults Change, Everything Changes' has sold more than 100,000 copies and been

the catalyst for change in thousands of schools worldwide. Paul is co-founder of Teacher Hug Radio and his new book 'After the Adults Change: Achievable Behaviour Nirvana' will be published next month.

www.WhenTheAdultsChange.com

Paul introduced himself as the antidote to the current DfE "discipline drive" in schools.

<https://www.gov.uk/government/news/education-secretary-were-going-on-a-discipline-drive-in-schools>

In advance of the meeting he circulated a crib sheet, highlighting five aspects of a "return to school" plan. He noted that both adults and children are likely to be anxious about the return to full opening of their schools. His aim in the session was to provide headteachers with a plan for the return to full opening, noting that: "Behaviour management is a team sport".

Adult behavior

Paul asked the question: How many incidents that happen in a school are made worse by the behaviour of adults? He asked heads to consider three approaches that would direct adult behaviour. For example:

Calm response, human first, unconditional positive regard, kindness, listening.

Perhaps your expectations should be included in every advert for new staff members?

Expectations

Determine 3 simple words for your school – if rules have to be printed on a sheet of A4 it is unlikely that anyone will remember them.

Positive recognition

Identify the children who go "over and above", not those who merely reach the expected. Don't reward the child who hangs up his or her coat, but do recognize the child who goes "over and above", who hangs up the coats that others have dropped.

Paul noted that, in a study of around 1,000 children in Basildon, when asked what reward they valued most (from school trips to cash) the following were the top 3 valued by children:

Number 3 – praise, from someone who mattered

Number 2 – a positive note home (don't overdo it, make the recognition count)

Number 1 – a positive phone call home.

Paul stressed "first attention to best conduct". He mentioned Hot Chocolate Friday, one of his favourite reward systems.

<https://pivotaleducation.com/hot-choc-friday/>

Ask all visitors to be on the lookout for good behavior, and give them a strip of paper to note the name of a child, which then gets handed in when they leave.

- PIP – praise in public
- RIP – remind in private

Prompts and mantras

Paul stressed the use of the words "I've noticed" or "I wondered" rather than the more accusatory "You have", when addressing a pupil's behaviour. He suggested that schools develop a 30-second intervention script that all staff members use, such as:

- I've noticed... identify the behavior
- Be clear about the school rule that has been broken – e.g. safety, learning
- Next step – introduce a consequence "softly" – use positive reminders of the behavior that is expected and has been demonstrated, in the past, by the child.

Restorative resolutions

These should be about repairing trust, not accusing the child even further.

Teacher Hug Radio

Paul mentioned Teacher Hug, an online talk radio station for teachers and educators. It brings the best teachers and leaders alongside the most exciting education disruptors to deliver teaching ideas, workload solutions, education research and the latest in classroom ideas. He stressed that this is not CPD at the weekend, but a focused, supportive radio station championing teachers and educators.

Paul can be contacted at [Hello@WhenTheAdultsChange.com](mailto>Hello@WhenTheAdultsChange.com)

His website is at <https://whentheadultschange.com/>

Full of resources, including suggestions for reading groups.

Teacher Hug Radio can be found at <https://teacherhug.co.uk/>

For more info about TPP (the approach in Essex), please see the infolink:

<https://schools.essex.gov.uk/pupils/SEND/Pages/SEMHTraumaPerceptivePractice.aspx>

5. CLOSE OF MEETING AND THANK YOU FROM THE SOUTH VICE-CHAIR

Richard Green thanked the South headteachers for attending the meeting. He wished headteachers luck with the full reopening of schools on March 8th and for the remainder of the term.

6. FUTURE DATES

SOUTH meetings with the Local Authority officers 2020/21/22

Thursday 17 June 2021

Thursday 11 November 2021

Thursday 3 March 2022

Thursday 16 June 2022

Headteachers' Annual Conference 2020

Friday 19 March 2021 Held virtually

Friday 25 March 2022 Stock Brook Country Club

Deputy Headteachers' Annual Conference 2021

Friday 8 October 2021 Colchester Football Stadium